

2017-2018 BUDGET QUESTION

Response to Request for Information

DEPARTMENT: Human Resources

REQUEST NO.: 131

REQUESTED BY: Casar

DATE REQUESTED: 8/24/17

DATE POSTED: 9/8/17

REQUEST: How much would it cost to raise the living wage for all temporary and seasonal employees who have worked, or who will work, for the City for at least 12 months in any 24 month period (whether they are on payroll or not for that entire 24 month period) to the same proposed wage (\$14) as our permanent employees?

RESPONSE:

Looking at temporary employees that complete 26 pay periods (12 months) of work over a rolling 52-pay period (24 months) lookback, it would cost \$419K in FY18 if the proposed (\$14.00) living wage increase became effective at the beginning of the fiscal year (Sep 17, 2017). If effective in January (Jan 7, 2018, consistent with living wage increases for temporary employees the previous two years), it would cost \$338K over the last 18 pay periods of FY18.

Fund	Full Year – 26 Pay Periods Effective Sep 17, 2017	18 Pay Periods Effective Jan 7, 2018
General Fund	\$305K	\$255K
Enterprise	\$113K	\$82K
Support Services	\$1K	\$1K
All Funds	\$419K	\$338K

This analysis assumes the following:

- No turnover, and does not consider hires between Aug 6, 2017 (effective date of the data) and Sep 16, 2017 (end of the fiscal year). All brand new hires after that would not be eligible based on the constraints of the question.
- No rehires from the last two years, who may carry over tenure.
- Continuous employment from Aug 6, 2017 through Sep 17, 2018 (end of FY18).
- Employees will work, on average, 50% of the hours budgeted in Banner for the temporary position.